

Strategic HRM with Global Perspective
Sem IV

I> Course Content:

Semester	IV - Elective
Subject	Strategic HRM with Global Perspective
Course Code	MMSHE402 (RGCMS)
Credits	4
Duration	40

Learning Objective:

To learn the basics of HR strategy formulation and implementation in domestic as well as international scenario, talent management and competency based HRM **Module**

Sr. No.	Content	Activity	Course Outcome
1.	Strategic Human Resource Management Introduction, Strategic HRM- Definition , Aims, Approaches, Challenges. Role of HR as a Strategic Partner in an Organisation	Case Study/Role Play/Group Discussions	MMSHE402.1
2.	HR Strategies: Definition, Types of HR Strategies, Criteria for an Effective HR Strategy, Formulation of HR Strategies, Conducting a Strategic Review, Implementing HR Strategies Impact on Organizational Performance, Strategic role of Top Management, Strategic role of Line Management	Case Study/Role Play/Group Discussions	MMSHE402.1
3.	Talent Management Career Planning and Succession Planning: Evolution of Careers, Career Planning Perspectives Organization-Centered Career Planning, Individual- Centered Career Planning Succession Planning: Definition and Approaches, Elements of Succession Planning, Relationship between Career Planning and Succession Planning, Challenges of Succession Planning, Global Practices in Career and Succession Planning	Case Study/Role Play/Group Discussions	MMSMC 402.2
4.	Competency and Potential Development: Competencies defined and types of Competencies, Difference between Competency and Potential, Potential Development, Difference of Competencies from Skills and Knowledge, Integrated HR Practices through Competency Development, Benefits from CompetencyBased HR Practices, Outcomes for	Case Study/Role Play/Group Discussions	MMSMC 402.3

Strategic HRM with Global Perspective
Sem IV

	Employees' Development, Developing a Skill Matrix, Retention Strategies		
5.	Strategies for Improving Organizational Effectiveness Strategies for improving Organizational Effectiveness Strategies of Organizational Transformations-Cross border HR issues in Mergers & Acquisitions and the role of HR Strategies for Culture Management, Strategies for Developing Learning Organizations Employee Engagement Strategies	Case Study/Role Play/Group Discussions	MMSMC 402.5
6.	Global Dimensions of HR Strategies HR Strategies in International Context, converting Global Presence into Global Competitive Advantage Selection & Staffing of International Employees Developing Cross Cultural Sensitivity Training & Development of International Staff Compensation Approaches & Issues Performance Management in International Organizations International Industrial Relations, Legislation and the international workforce, International Labor Standards Expatriation & Repatriation Emerging Trends in International Labor Markets	Case Study/Role Play/Group Discussions	MMSMC 402.2

II> Course Outcomes

<u>Course Code</u>	<u>Course Outcomes</u> Students will be able to..	<u>Cognition</u>
MMSMC 402.1	CO1: Understand global dimensions of HR strategies	Understand
MMSMC 402.2	CO2: Analyze global practices in career and succession planning	Analyze
MMSMC 402.3	CO3: Create skill matrix for employee development	Create
MMSMC 402.4	CO4: Analyze strategies for improving organizational effectiveness	Analyze
MMSMC 402.5	CO5: Analyze HR strategies in alignment with organizational strategies	Analyze

Textbooks

Sr. No.	Books
1.	Strategic Human Resource Management by Jeffrey Mello, Thomson South Western

Reference Books

Sr. No.	Books
---------	-------

Strategic HRM with Global Perspective
Sem IV

1.	Strategic Human Resource Management by tanuja Agarwala,Oxford Publications
2.	International Human Resource Management by Peter j Dowling, Device Welch, 4 th Edition.